GOVERNMENT OF INDIA
FINANCE
LOK SABHA

UNSTARRED QUESTION NO:2103
ANSWERED ON:29.07.2016
Minimum Pay and Fitment Formula
Singh Shri Rakesh

Will the Minister of FINANCE be pleased to state:

(a) the details of concept of minimum pay and fitment formula;
(b) whether the Government has taken the cognizance of the prevailing resentment among Central Government employees regarding minimum pay and fitment formula, if so, the details thereof;
(c) whether the Government has talked to employees associations in this regard;
(d) whether the Government has taken any decision in this regard; and
(e) if so, the details thereof?

Answer

ANSWER
MINISTER OF STATE IN THE MINISTRY OF FINANCE
(SHRI ARJUN RAM MEGHWAL)

(a) : The minimum pay is the lowest pay admissible to the lowest rung of Central Government employees. The Seventh Central Pay Commission has recommended, as accepted by the Government, for the minimum pay of Rs. 18,000 pm in place of the pre-revised minimum pay of Rs.7,000 pm keeping in view all relevant factors. The fitment factor is the multiple for fixing the revised pay in the revised Pay Matrix. The fitment factor, as recommended by the 7th Central Pay Commission and as accepted by the Government is the multiple of 2.57.

(b) to (e): The National Joint Council of Action, which represents the Staff Side of the Joint Consultative Machinery submitted a Charter of Demands, including on the issues of minimum pay and fitment factor. Considering that the recommendations of the 7th Central Pay Commission on these issues are based on its detailed analysis of the relevant factors, the Government has accepted the same.

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